

2026

Manual Handling Regulations 2025 Consultation Report

PUBLIC CONSULTATION RESULTS

Health and Safety Inspectorate

Version Control

1	Health and Safety Inspectorate (HSWI)	12/05/2026	Initial
2	HSWI	01/06/2026	Review

Manual Handling Regulations 2025 Consultation Report

<https://consult.gov.im/environment-food-and-agriculture/manual-handling-regulations-2025>

This report was created on Tuesday 12 May 2026 at 11:16

The activity ran from 21/11/2025 to 31/03/2026

Responses to this survey: 5

EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:

Respondents broadly welcomed the proposal to align the IOM's Manual Handling Regulations with UK standards, recognising this as a way to ensure clarity, consistency, and ease of compliance for both local and cross-jurisdictional organisations.

There was strong support for mirroring UK regulation numbering to aid training, enforcement, and referencing, while also allowing for proportionate adaptation to the Island's specific needs. Although most respondents found the draft regulations clear, some called for further guidance, particularly on any IOM specific provisions and the practicalities of implementation.

Concerns were raised about the simultaneous introduction of multiple health and safety regulations, with suggestions for a more staggered approach and longer consultation periods to avoid overwhelming both industry and enforcement resources. Respondents also emphasised the importance of sector-specific training, clear communication, and practical support to ensure the new regulations can be embedded effectively without creating unnecessary administrative burden.

We asked:

The Department of Environment, Food and Agriculture (DEFA) has been reviewing specific UK Health and Safety legislation to form a judgment on whether the Island would benefit from greater alignment with UK Health and Safety Executive (HSE) standards. As part of that process, consideration has also been given to whether this UK HSE legislation would enhance public and worker safety for offshore energy developments. This process has culminated in public consultation of specific draft legislation, with the starting point for most of the legislation being existing UK legislation.

DEFA has welcomed stakeholder and public feedback on the proposed health and safety legislation, and where appropriate any associated guidance documentation, through this public consultation process.

You Said:

Respondents welcomed the move to align the IOM's Manual Handling Regulations with UK standards, valuing the clarity and consistency this brings, but also stressed the need for proportionate adaptation to local circumstances. There was strong support for the need to match UK regulation numbering and for clear guidance on any IOM specific provisions. Some raised concerns about the simultaneous introduction of multiple regulations and called for more time and practical support, including sector-specific training and better communication to ensure the new requirements can be implemented effectively without unnecessary burden.

We did:

The DEFA Health and Safety at Work Inspectorate (HSWI) is grateful to all those who took the time to consider and respond to this consultation.

Due to the December 2025 holiday period and the limited number of initial responses received, it was decided to extend the closing date of the outstanding health and safety legislation consultations to 31 March 2026.

The consultation process and responses received informed the Department's assessment of the benefits of the proposed legislation. All consultation responses were considered in detail, alongside direct engagement with relevant Manx businesses. The consultation process has therefore informed the Department's decision making. Having considered all available information, the Department has decided to pause the introduction of this tranche of legislation until further notice.

Further engagement between DEFA HSWI and the UK Health and Safety Executive (HSE) will take place in June 2026. Should the Department subsequently decide to proceed with the introduction of any of the draft legislation, this will first be reviewed against the latest position of the relevant UK legislation and updated where necessary. If any substantive changes are made as a result, a further public consultation exercise may be undertaken.

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CONSULTATION QUESTIONS

Question Number	Title	Total Responses
1	Do you agree that the Isle of Man should follow UK standards and processes for health and safety laws and its regulation?	5 (100.00%)
2	Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?	5 (100.00%)
3	Is the proposed implementation strategy and timescale for the introduction of the IOM Manual Handling Regulations 2025 appropriate for industry readiness?	5 (100.00%)
4	Are there any specific support mechanisms (e.g. guidance, training, transitional arrangements) that would help you or your organisation prepare for the new legislation?	5 (100.00%)
5	Do you have any other comments on the draft IOM Manual Handling Regulations 2025 legislation attached to this stage of the overall consultation process?	3 (60.00%)
6	Is there anything else you'd like to tell us about the proposed changes or the consultation process?	3 (60.00%)

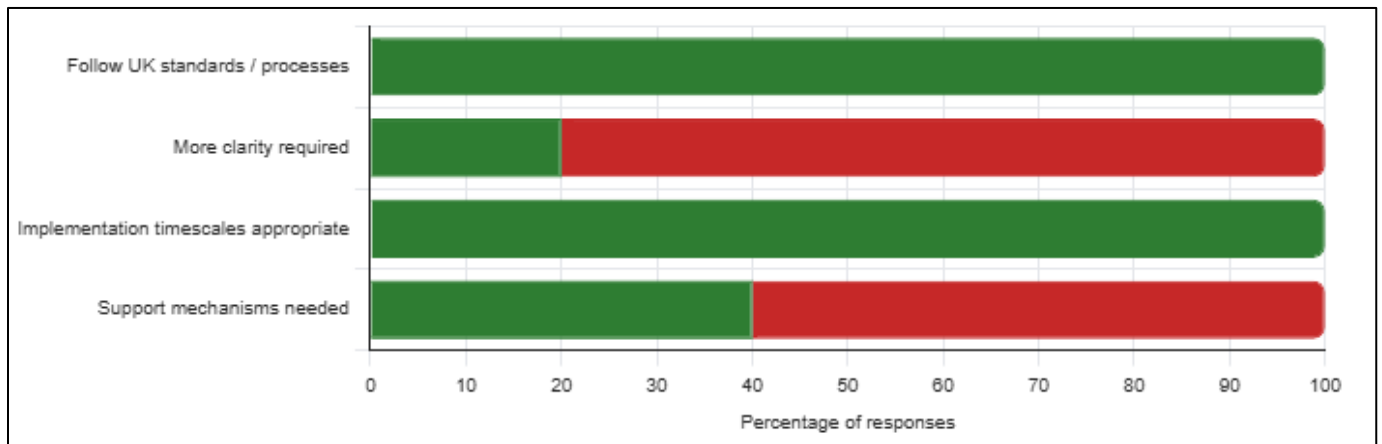


Fig 1:
Question (Q1–Q4) - Percentage of Responses (Yes/Agree, No/Disagree, Not Answered)

CONSULTATION QUESTIONS – INDIVIDUAL SUMMARY OF RESPONSES BY QUESTION

Q1. Do you agree that the Isle of Man should follow UK standards and processes for health and safety laws and its regulation?

Respondents unanimously supported aligning the IOM's Manual Handling Regulations with UK standards, viewing this as a way to ensure consistency, clarity, and ease of compliance, especially for organisations operating in both jurisdictions. Several highlighted the practical benefits of mirroring UK regulation numbering, which would help with training, enforcement, and referencing in company policies and legal documents. At the same time, some respondents noted the importance of retaining flexibility to adapt rules proportionately to the Island's scale and resources, so that local businesses are not unfairly disadvantaged.

Q2. Are there any parts of the legislation that require more clarity to aid understanding and assist with compliance?

Most respondents felt the draft regulations were generally clear, but some suggested improvements to aid understanding and compliance. The main requests were for regulation numbering to match the UK Manual Handling Regulations as closely as possible, with any IOM specific provisions clearly identified. There was also a call for sufficient training and awareness opportunities, particularly for sectors like construction, and for clarity on how overlapping implementation dates for multiple pieces of health and safety legislation will be managed, including whether there are enough resources for enforcement and support.

Q3. Is the proposed implementation strategy and timescale appropriate for industry readiness?

While most respondents agreed that the proposed timescale is appropriate, some raised concerns about the practicality of implementing several new regulations at the same time. They suggested that a more staggered approach would help both industry and inspectors manage the changes more effectively. Respondents also noted that issuing multiple consultations over the Christmas period reduces the time available for meaningful responses, particularly in sectors that close for holidays, and risks important issues being missed.

Q4. Are there any specific support mechanisms (e.g. guidance, training, transitional arrangements) that would help you or your organisation prepare for the new legislation?

Respondents emphasised the importance of practical support to ensure successful implementation. Key requests included sector-specific training and awareness workshops, especially for construction, as well as sufficient time and resources for organisations to embed the new regulations. There was also a need for clear guidance on any IOM specific provisions and how they interact with UK standards, to avoid confusion and ensure a smooth transition.

Q5. Do you have any other comments on the draft IOM Manual Handling Regulations 2025?

Additional comments focused on the consultation and implementation process. Respondents urged the government to avoid releasing multiple health and safety consultations simultaneously and to allow more time for industry to review and respond to detailed legislative proposals. There was concern that compressed timelines could create unnecessary administrative burden and increase the risk of missing important issues or changes.

Q6. Is there anything else you'd like to tell us about the proposed changes or the consultation process?

Most respondents had no further comments, but those who did reiterated the need for clear communication, realistic timelines, and practical support to ensure that the new regulations can be implemented effectively and without undue burden on organisations.